
2015 Factual Look at Higher Education in Nebraska

Section: Faculty and Salaries Fall 2004 through Fall 2014

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Reporting Information from the Federal
Integrated Postsecondary Education Data System (IPEDS)

Presented at the January 21, 2016, Commission Meeting

Background

- Coordinating Commission is required by statute to report IPEDS data
 - Responsibility is fulfilled through the publication of the *Factual Look* and other reports, such as the *Nebraska Higher Education Progress Report*
- *Factual Look* is generally used by legislative staff, institutional researchers and Commission staff
- Provides a statewide statistical analysis
 - Focuses on ten-year trends
 - Does not answer “why”

Background

- Consists of three parts:
 - Degrees and Other Awards
 - Data presented at August's Commission Meeting
 - Enrollment
 - Data presented at December's Commission Meeting
 - Faculty and Salaries
- Completed sections of the *Factual Look* are approved by the Commission's Executive Director after consulting with the Planning and Consumer Information Committee
 - Ensures timely dissemination of data
- *Factual Look* is now primarily an online publication
 - Data corresponding to each section are available for download via the Commission's website

Important Technical Notes

- Adjustments are occasionally made to improve data accuracy. Therefore, it is generally advisable to reference the most recent edition of this report.
- Due to rounding, percentages may not sum to 100.0% for data summarized in this report.
- For each figure in this presentation, you'll see a graphic like this in the lower left side of the screen. The page number of the report that coincides with the figure is listed in the magnifying glass.



Important Technical Notes

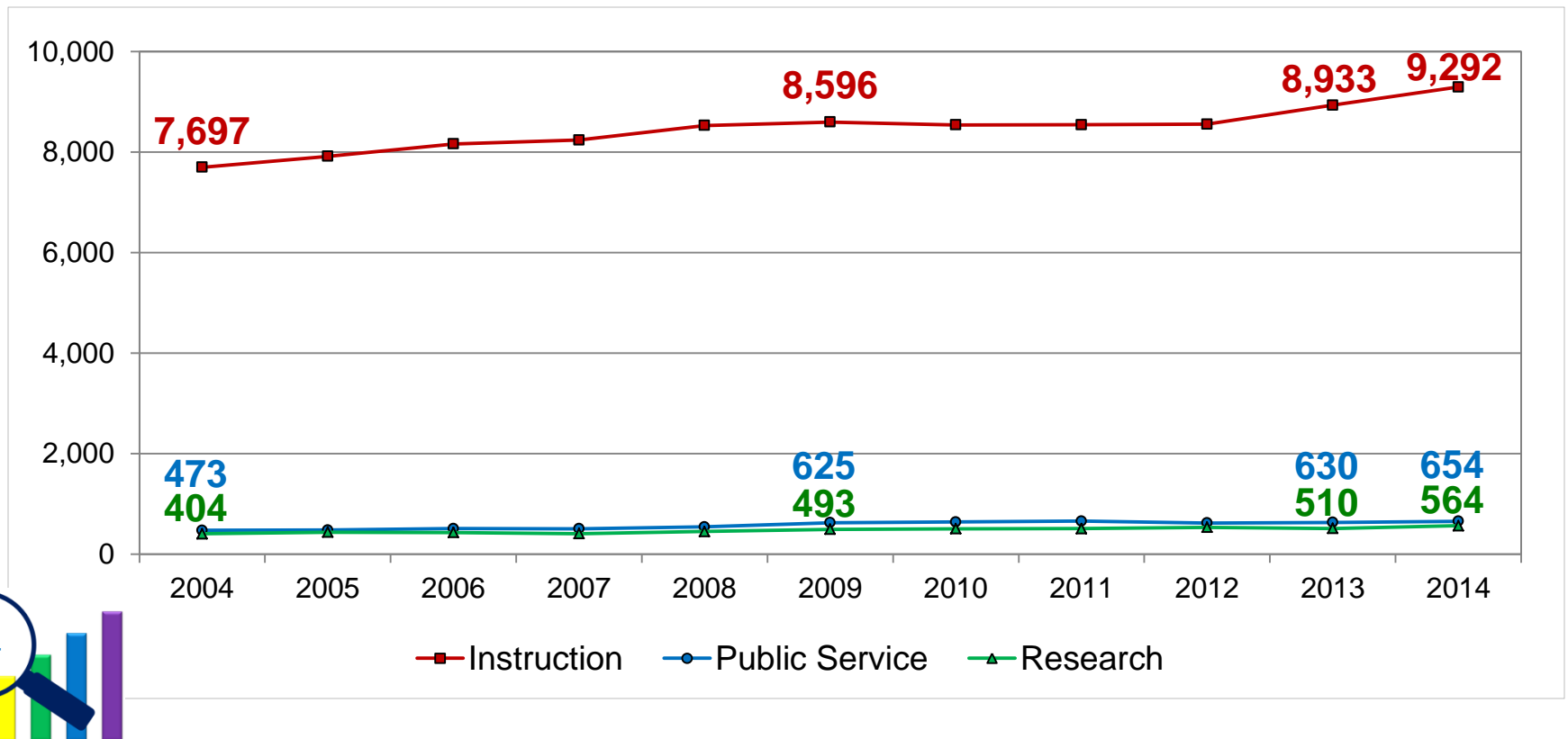
Sub-Section		Include Medical Faculty?	New This Year
1	Instructional, Public Service, and Research Faculty	Yes	<ul style="list-style-type: none"> Includes counts for FT and PT faculty by principal activity (instruction, public service, research)
2	Instructional Faculty by Tenure Status and Academic Rank	Yes	<ul style="list-style-type: none"> Includes tenure info Includes counts for PT instructional faculty Compares FTE of instructional faculty to FTE of students
3	Full-Time Instructional Faculty by Gender	Yes	<ul style="list-style-type: none"> New baseline = 2013 Includes tenure, academic rank, and sector information
4	Full-Time Instructional Faculty by Race/Ethnicity	Yes	<ul style="list-style-type: none"> New baseline = 2013 Includes tenure info Now limited to <i>instructional</i> faculty (previously included data for all faculty)
5	Average Salaries of Full-Time Instructional Faculty by Sector, Rank and Gender	No	<ul style="list-style-type: none"> Includes all salary information

FACULTY AND SALARIES

*Includes data from Nebraska's Public and Independent Institutions.
For-Profit/Career Schools are not included.*

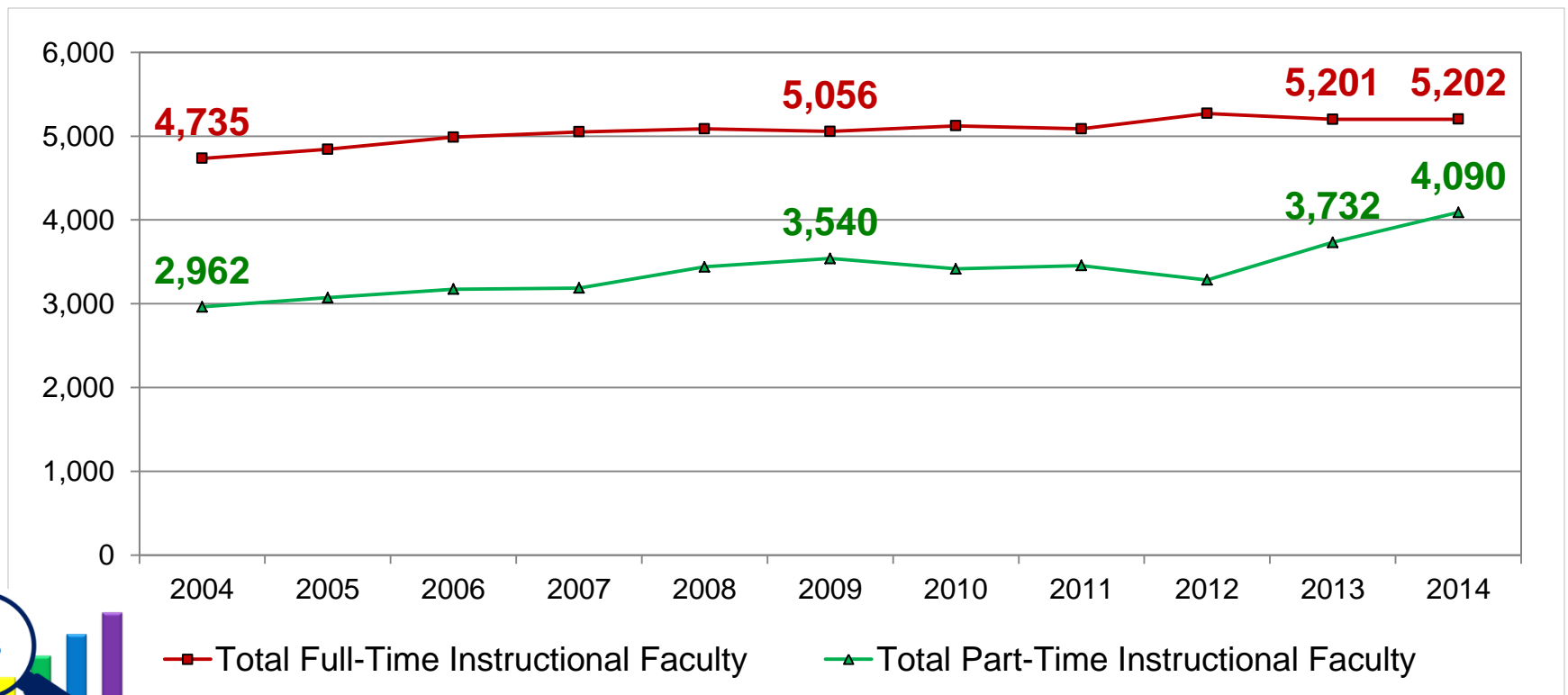
Total Faculty by Principal Activity

PRINCIPAL ACTIVITY	1-YEAR CHANGE	10-YEAR CHANGE
Instruction	4.0%	20.7%
Public Service	3.8%	38.3%
Research	10.6%	39.6%
Nebraska Public and Independent Total	4.3%	22.6%

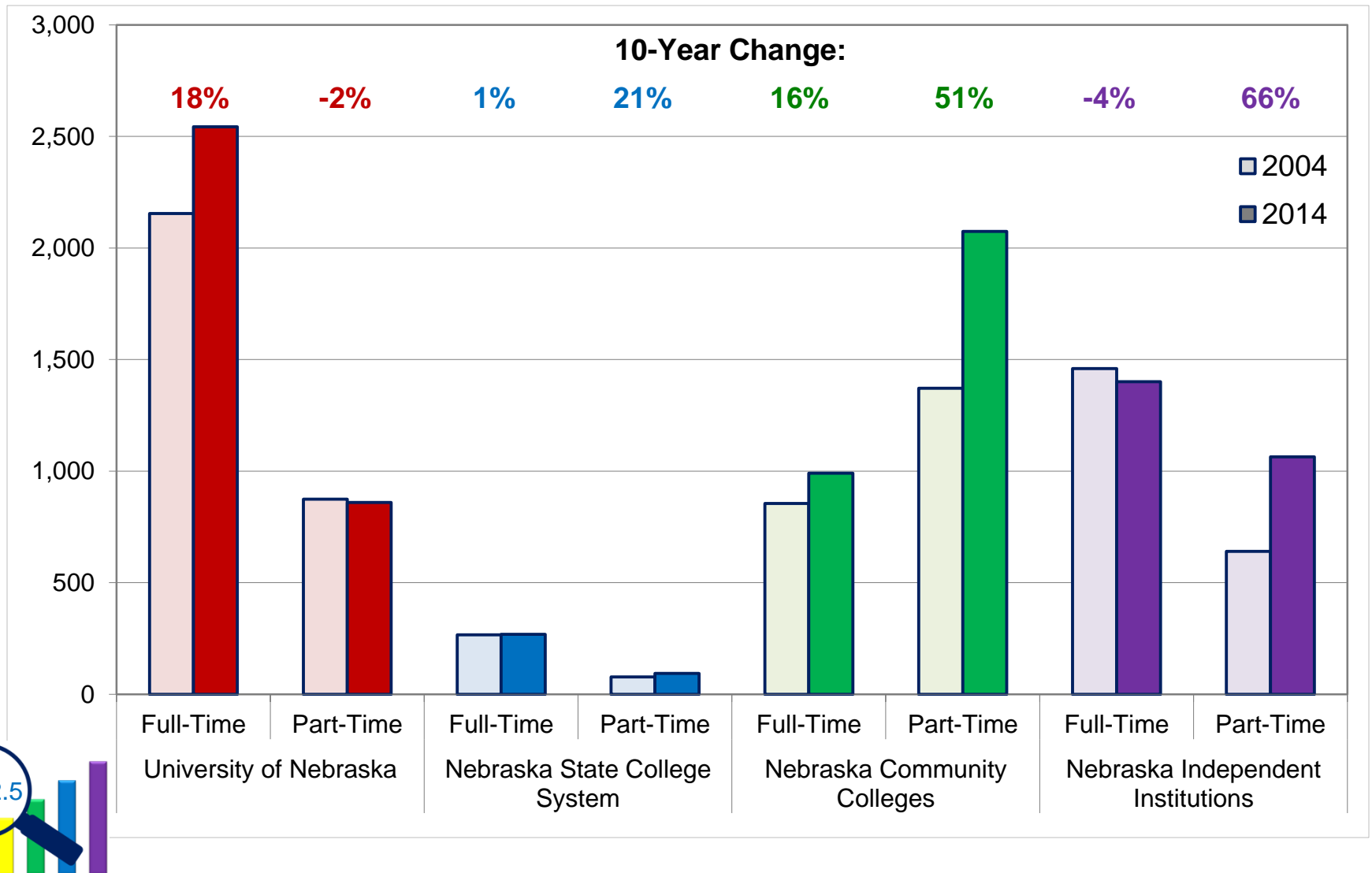


Total Instructional Faculty by Full-Time/Part-Time Classification

FULL-TIME/PART-TIME	1-YEAR CHANGE	10-YEAR CHANGE
Full-Time	0.0%	9.9%
Part-Time	9.6%	38.1%
Instructional Faculty Total	4.3%	22.6%

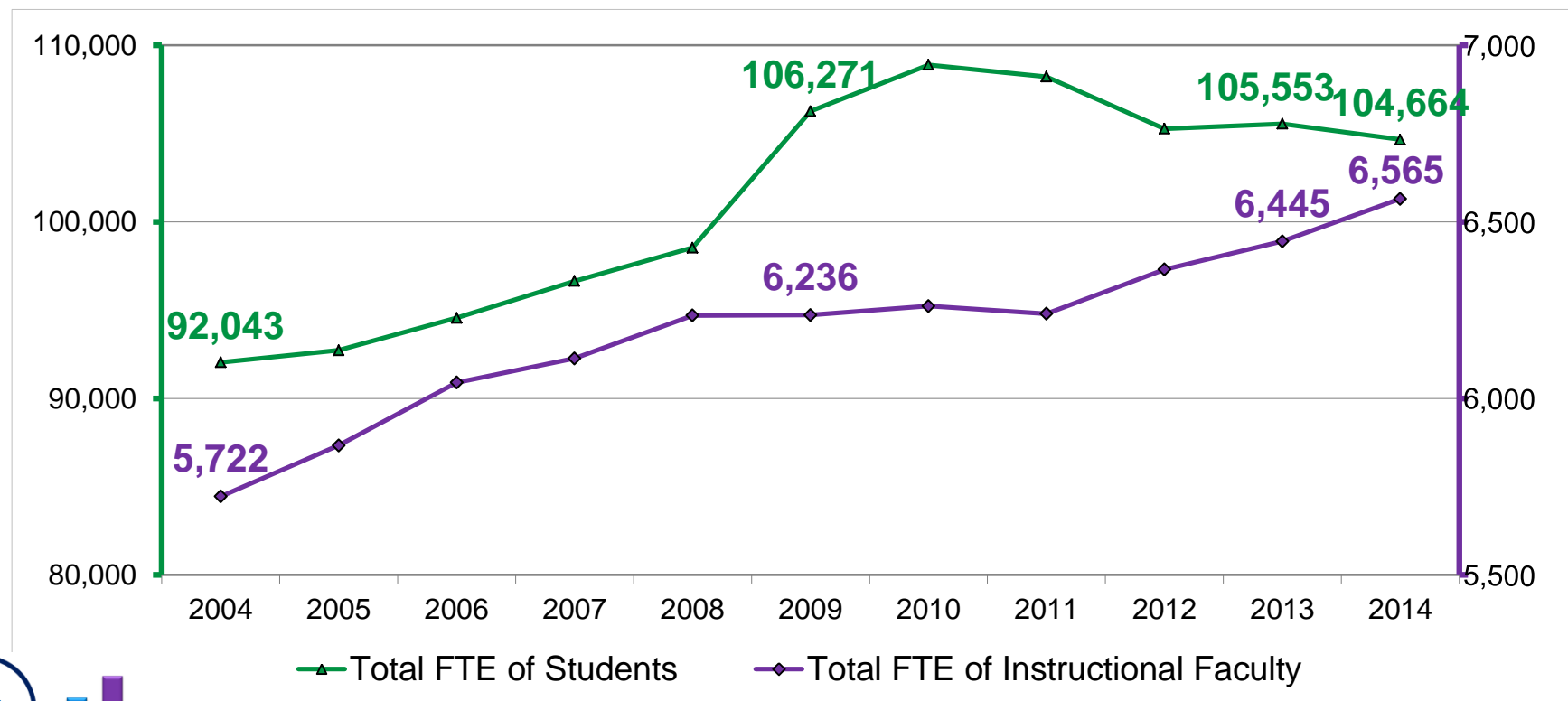


Total Instructional Faculty by Full-Time/Part-Time Classification by Sector



Total FTE of Instructional Faculty Compared to Total FTE of Students

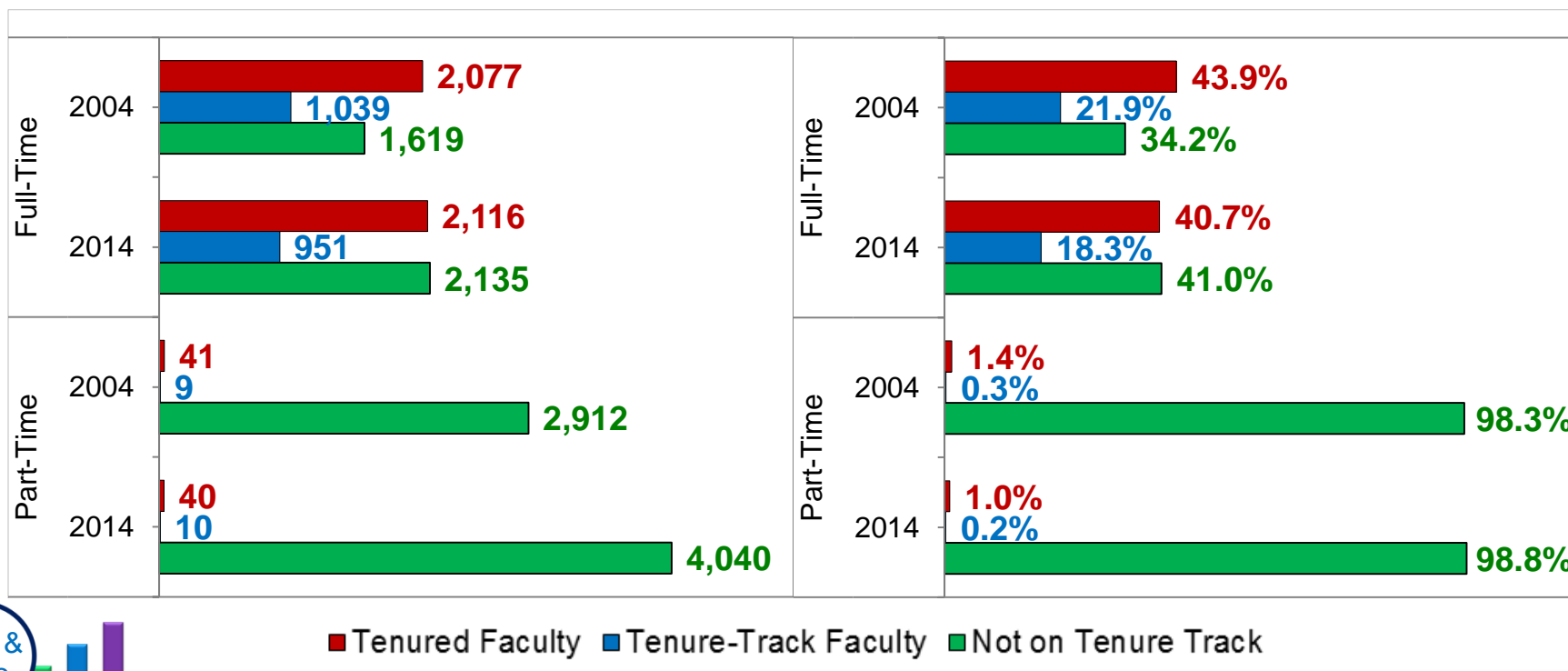
FTE TYPE	1-YEAR CHANGE	10-YEAR CHANGE
Total FTE of Students	-0.8%	13.7%
Total FTE of Instructional Faculty	1.9%	14.7%



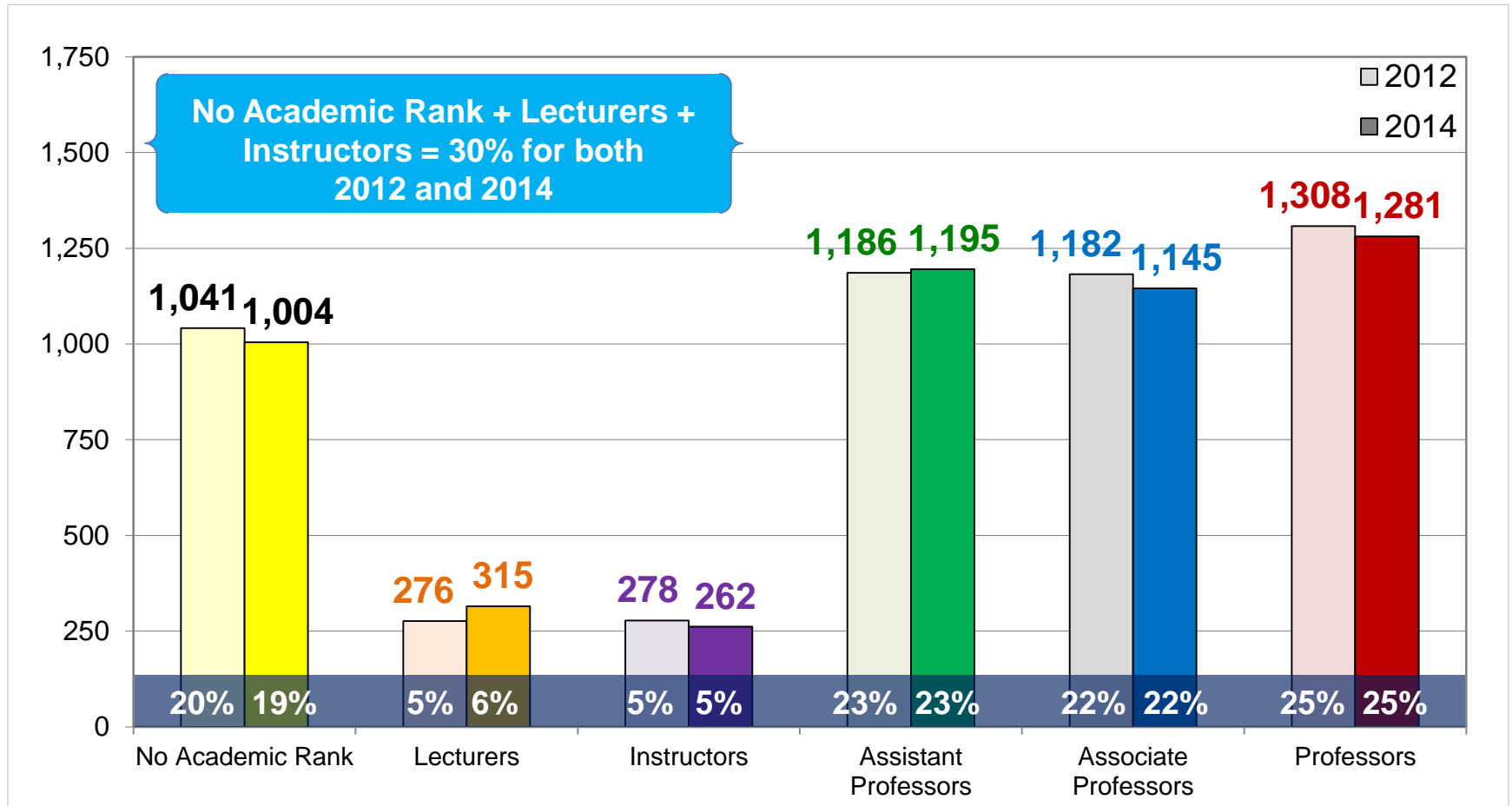
Note. FTE of instructional faculty = \sum total number of full-time instructional faculty + \sum (total number of part-time instructional faculty * 1/3). FTE of students is computed using fall headcounts. See page 2.6 for more information. Correlation between FTE of instructional faculty and FTE of students = 0.80 for fall 2004 through fall 2014.

Total Instructional Faculty by Full-Time/Part-Time Classification by Tenure Status

TENURE STATUS	10-YEAR CHANGE	
	FULL-TIME	PART-TIME
Tenured Faculty	1.9%	-2.4%
Tenure-Track Faculty	-8.5%	11.1%
Not on Tenure Track	31.9%	38.7%



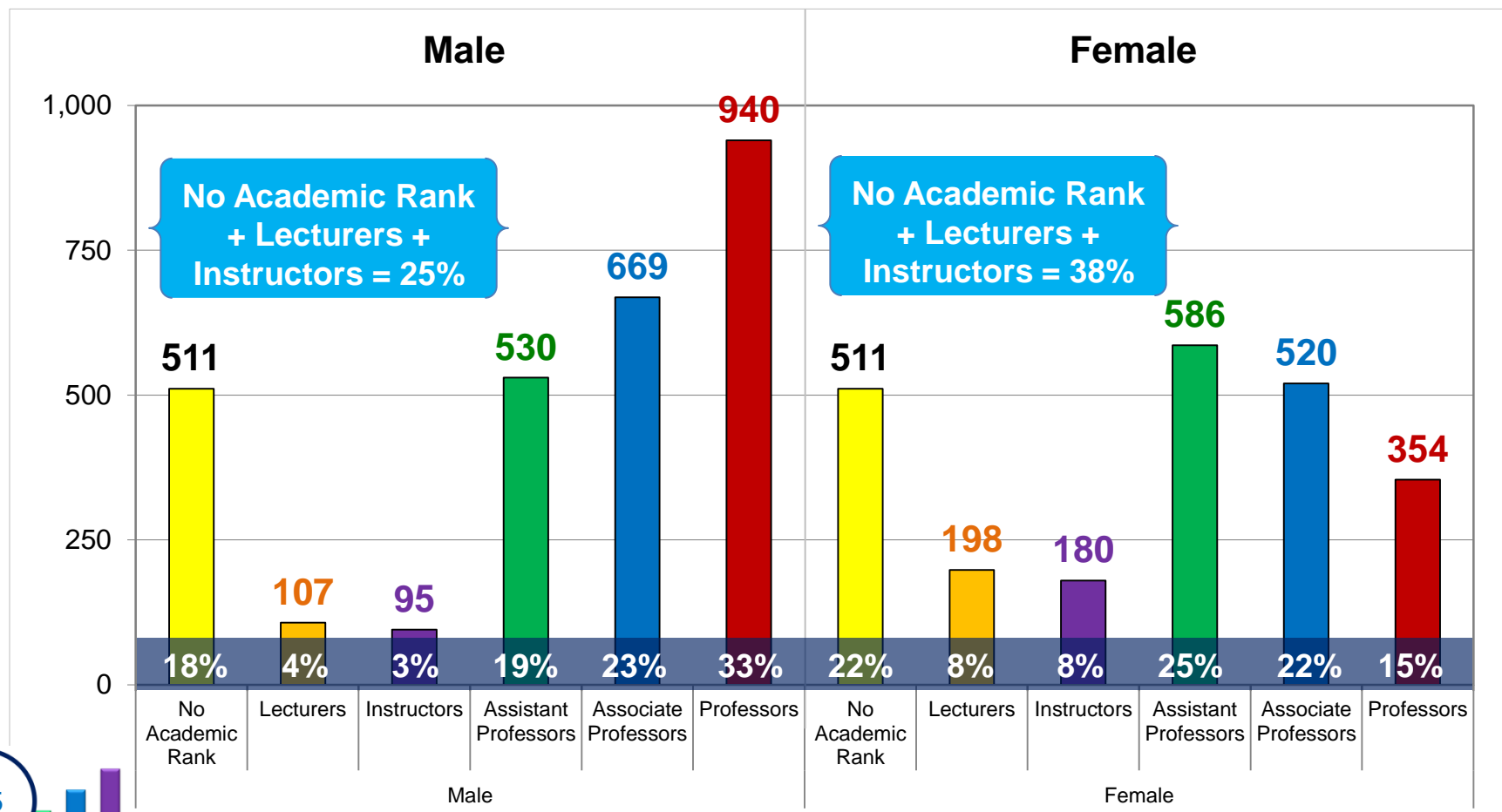
Total Full-Time Instructional Faculty by Academic Rank



Note. IPEDS does not collect academic rank information for part-time faculty. Academic rank information for medical staff has only been collected by IPEDS since fall 2012; therefore, 2012 is the baseline for counts of full-time instructional faculty by academic rank.

Total Full-Time Instructional Faculty by Gender by Academic Rank – Fall 2013

➤ Fall 2013: 2,852 male and 2,349 female full-time instructional faculty



Note. Counts for full-time instructional faculty by gender are collected only for odd numbered years. Due to changes in IPEDS reporting requirements, 2013 is the baseline for sub-section 3 (gender) of the *Factual Look*.



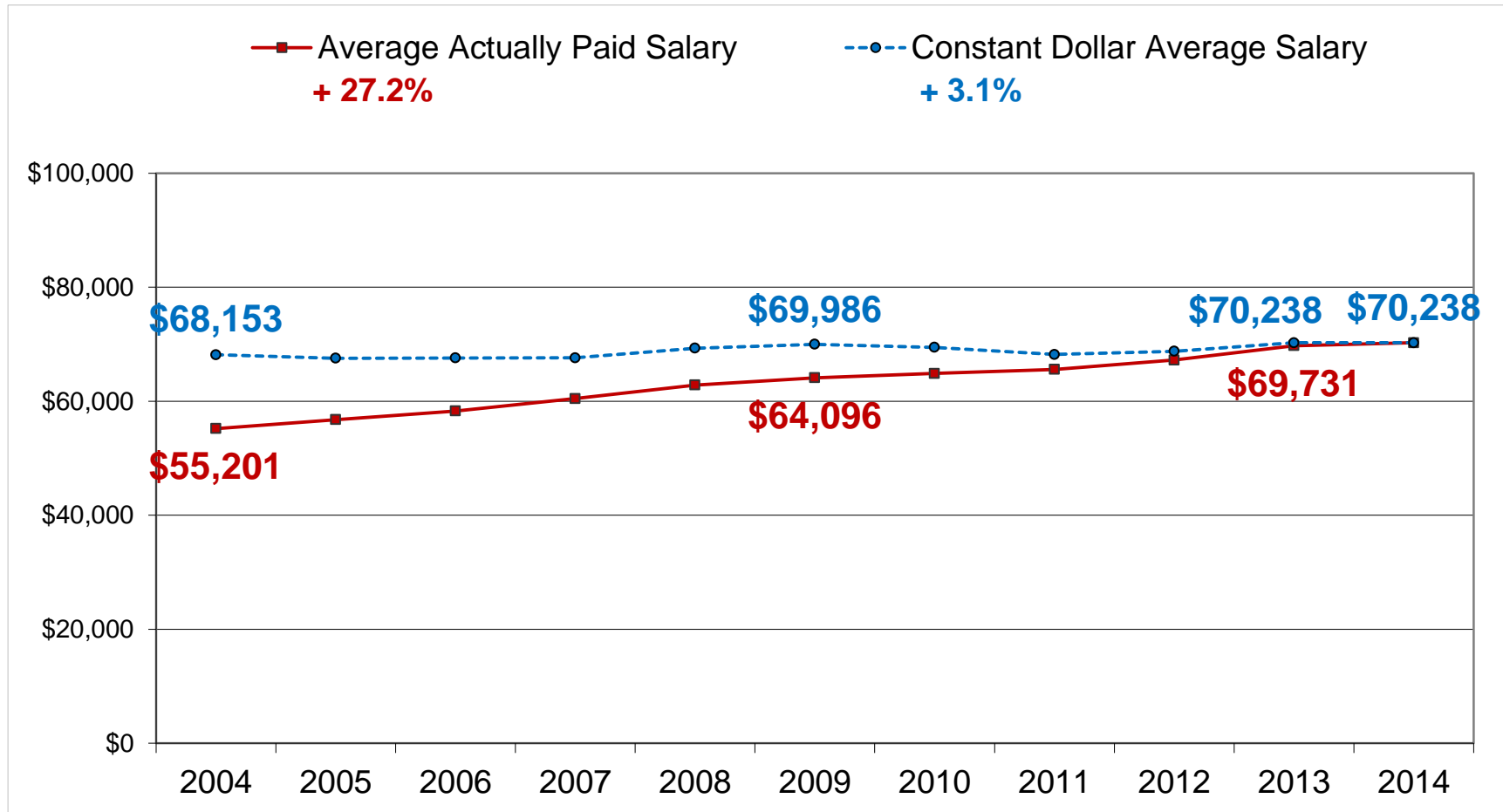
Total Full-Time Instructional Faculty by Race/Ethnicity – Fall 2013

Sector	Asian / Pacific Islander	Black Non- Hispanic	Hispanic	Native American	Nonresident Alien	Two or More Races	White Non- Hispanic	TOTAL
University of Nebraska	235	61	80	20	70	6	2,018	2,490
	9.4%	2.4%	3.2%	0.8%	2.8%	0.2%	81.0%	
Nebraska State College System	6	1	4	2	0	0	250	266
	2.3%	0.4%	1.5%	0.8%	0.0%	0.0%	95.1%	
Nebraska Community Colleges	14	17	15	4	0	1	948	1,002
	1.4%	1.7%	1.5%	0.4%	0.0%	0.1%	94.9%	
Nebraska Independent Institutions	58	34	25	9	21	2	1,286	1,443
	4.0%	2.4%	1.7%	0.6%	1.5%	0.1%	89.6%	
TOTAL	313	113	124	35	91	9	4,502	5,201
	6.0%	2.2%	2.4%	0.7%	1.8%	0.2%	86.8%	

Note. Excludes 14 instructional faculty of unknown race/ethnicity. Counts for full-time instructional faculty by race/ethnicity are collected only for odd numbered years. Due to changes in IPEDS reporting requirements, 2013 is the baseline for sub-section 4 (race/ethnicity) of the *Factual Look*.



Average Salary of Full-Time Instructional Faculty



5.5

Note. IPEDS does not collect salary data for part-time faculty, medical staff, or full-time instructional faculty who work for less than nine months of the year. All salaries were calculated to be equivalent to nine-month salaries. Average salaries were converted to 2014–15 constant dollars to take into account the effect of inflation over time. Please see pages 5.2-5.4 for more information.

Average Salary of Full-Time Instructional Faculty by Sector

Sector	10-Year % Change in Average Salary	10-Yr % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska	24.2%	0.6%
Nebraska State College System	28.3%	3.9%
Nebraska Community Colleges	35.2%	9.5%
Nebraska Independent Institutions	25.7%	1.8%

Note. IPEDS does not collect salary data for part-time faculty, medical staff, or full-time instructional faculty who work for less than nine months of the year. All salaries were calculated to be equivalent to nine-month salaries. Average salaries were converted to 2014–15 constant dollars to take into account the effect of inflation over time. Please see pages 5.2-5.4 for more information.



Average Salary of Full-Time Instructional Faculty by Gender

- IPEDS data are not sufficiently detailed to allow for gender pay gap analyses.
 - Salary outlays by gender are available *only* by institution and academic rank.
 - Other variables related to pay are not available (e.g., department, length-of-service, information on salary negotiations).
- This is not to say that gender pay gaps do not exist.
 - There are clear differences in average salaries for males and females, even after accounting for academic rank and sector.
- However, it is not possible for the Commission to determine if, or the extent to which, gender contributed to the differences in salary outlays.
- Therefore, rather than *comparing* males and females, salary outlays are simply provided by academic rank and sector for male and female faculty. (See pages 5.20-5.30 for more information as salary outlays by gender will not be covered in detail for today's presentation.)



Note. In fall 2014, the average salary paid to male full-time instructional faculty was \$76,149, up from \$59,880 in fall 2004. Meanwhile, the average salary paid to female full-time instructional faculty in fall 2014 was \$63,447, up from \$48,166 in fall 2004.

Questions?

For further information, please contact:

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The full report is available online at www.ccpe.nebraska.gov